

Q168_1_TEXT

Thinking of your experience over the past 2 calendar years (2019-2020), were you satisfied with the scientific professional development opportunities available to you at EPA? - Yes (please provide comments and/or detail your reasons) - Text

- 1 Within (b) (6), trainings were supported and scientific projects adhering to scientific integrity were encouraged.
- 2 I was mostly left alone.
- 3 Grade increases are very rare.
- 4 learn a Innovation technology and improve a collaboration
- 5 Yes, we continued to have top-notch training.
- 6 (b) (6) has developed and provided various trainings and presentation on the scientific work within our projects.
- 7 I believe I would be supported if I sought out professional development opportunities (including science based content). My supervisor has repeatedly asked me about my interest in any training I would like.
- 8 No comment
- 9 No basis to judge
- 10 EPA employees have always maintained high scientific professional development.
- 11 Support for attending scientific conferences and workshops
- 12 I was allowed to participate and contribute to numerous scientific workgroups and committees and freely share my scientific opinions among other scientist within the Region and Agency.
- 13 Mentorship, IDP, support for working towards certifications
- 14 At the end of my career. I'm not actively searching for this type of training.
- 15 There was no constraints on professional development. There were just constraints on the truth.
- 16 Opportunities were provided.
- 17 Didn't really take advantage of optional trainings due to other obligations but at least they were available.
- 18 i was able to obtain the training I needed within budgetary limitation.
- 19 Career staff at the agency have opportunities, even during the COVID-19 pandemic, to develop their careers.
- 20
There is ample opportunity to participate in external (virtual) meetings, especially during the pandemic. Worldwide, this is likely a new "normal" for meeting opportunities. I think the Agency (and especially (b) (6)) does a great job at supporting scientific professional development through conference/workshop networking. One area of improvement is ensuring that scientific staff have opportunities to participate in skillbuilding professional development opportunities. Part of the challenge is the cost (money and time), but it's also hindered by the 889 process (which, I understand, is Federal, but it's difficult to get some vendors to fill out the form). More work is needed in this realm.
- 21 I don't really have an opinion as I did not seek out scientific professional development.
- 22
I recently had the opportunity to do a detail in another Office to gain additional experience within the Agency. But I felt as if I had to push for even this tiny opportunity. However, in my home location, there did not seem a lot of opportunities to present, travel, or further develop my skills at national conferences. Nor did there seem to be a long-term career plan in place. It would be nice if the barrier was minimized for entry into leadership seminars and programs within the Agency.
- 23 Opportunities to become better were available, though hindered by pandemic
- 24 At the center/division/branch level management has a long and well established history of supporting professional development and training activities.
- 25 I had plenty of opportunity and availability to work on new and exciting things
- 26 sufficient training opportunities were supported by immediate supervisor, most was virtual and a clear preference was for low or no cost training opportunities
- 27
I repeatedly was encouraged by my first line supervisor to seek out development opportunities and have be given several recommendations for expanding my development.
- 28 Although somewhat due to COVID-related issues.
- 29 Trainings were available
- 30 training provided
- 31 I was able to transfer to a position that better utilized my skills.
- 32 Good training provided, good scientists hired.
- 33 I really would like to know where this integrity argument is coming from for 2019 and 2020...the problem is what is currently going on
- 34
I was able to take training or participate in conferences and meetings to the extent I wanted to. I was encouraged to develop a plan for my future career by my supervisor.
- 35
My supervisors do a good job of trying to balance the inspection and enforcement goals and objectives against my personal development goals. I feel well supported by my managers.
- 36 na
- 37 no comment
- 38 I was provided to choose scientific professional development opportunities
- 39 As part of the (b) (6) I have had several opportunities to work on developmental assignments.
- 40 Opportunities are presence and allowed.
- 41 I do work to support agency's mission and my experience are valued
- 42 I had the ability to present at conferences and engage with peers from different types of organizations. I did not know that this was specifically part of the scientific integrity policy, however.
- 43 within the Region staff were provided with training as requested
- 44 Technical Training is available to staff and managers encourage and support participation.
- 45 As a 25 year employee the EPA has continued to provide me with the required training to effectively perform my duties.
- 46 I was able to take any training I requested
- 47 I things considered (C19) the opportunities for professional development were good but they could have been better. One positive is with all conferences being virtual I had the opportunity to attend somethings I otherwise would not have been able to due to budget constraints
- 48 Concerted push to engage the employees with opportunities to advance learning
- 49 Training opportunities limited because of travel restrictions.
- 50 Training still available.
- 51 NA I am in a management position
- 52 In the past 8 months, I have been satisfied. I cannot speak to two years as I have not been at the EPA for that long.
- 53 Professional development opportunities were available.
- 54 Never refused.
- 55 The EPA has continuously supported me training to further my field
- 56 The calendar years (2019-2020) obviously include the COVID-19 pandemic that impacted many traditional scientific professional development opportunities. However, a benefit that did emerge was the ability to attend a greater number of virtual meetings because of travel was not necessary and because of the cost savings. Therefore, over the past year I felt that I had more opportunities for professional development.
- 57 Training is readily available in a number of scientific areas on-line.
- 58 Attended the training session.
- 59 But my role doesn't really require a lot of scientific professional development so I didn't take advantage of any opportunities during that time.
- 60 plenty of professional development opportunities internally
- 61 Although Covid shut most in person training in 2020, I was still able to attend trainings online.
- 62 I was encouraged to participate in career development training.
- 63 I was allowed to attend numerous scientific meetings, become a university fellow, and review & co-author scientific papers
- 64 There's significant training efforts and technical conference available (even online during COVID) to improve scientific knowledge.

65

Notwithstanding the pandemic, I have been able to network, collaborate, and research with peers and join groups like WEF (although I have to pay for my own membership).

66 yes there are a lot of opportunities to get involved in (b) (6). I would prefer to be more involved in the hands on application. COVID didn't help

67 For those who seek opportunities they are always there.

68 Conferences, training, details

69 The Region Science Council has been well-organized and very active in providing content for expanding knowledge for our scientists and engineers. The (b) (6) has been supportive in obtaining research funds for projects nominated by staff.

70 Though I am now in management, for the applicable years, I was a (b) (6) and I was given a lot of support to present at and attend conferences, provide training to others within and outside of EPA, and conduct research with little interference from others.

71 First and second line managers did continue to support scientific professional development.

72 EPA provides many of the resources needed for ongoing professional development. Time and travel resources are sometimes significant constraints but, generally, necessary training for professional development are available.

73 risk communication courses, public participation courses

74 there seem to be lots of development opportunities. i don't do many of them but they are there.

75 due to the pandemic I was able to attend more scientific conferences than is typical

76 Yes, I was able to go to conferences and present my research on a variety of topics. I was able to participate as a (b) (6) however, the release of that report was delayed for years by politicals within the Agency. I was also able to participate (b) (6) although again the (b) (5). So, although I personally was not hindered in scientific professional development the contributions of my work to other aspects appear to have been suppressed. Further, I would note that in some aspects of presentations there was wordsmithing to avoid pissing off potentially powerful lobby groups.

77 Training, conference, and travel funds are usually available.

78 Despite the pandemic, many training sessions and conferences were available.

79 The full answer to this is yes and no. Overall, I think we are allowed plenty of opportunities for scientific professional development. However, a high penalty can come with it. We are encouraged to attend professional conferences, and we are encouraged and sometime told to attend internal training events. However, everything is required to be done using training money. The training office now implements a policy where if you have more than 80 hours of training per fiscal year, you have to sign a continued service agreement for 80+however many excess hours with the CSA for 1 month per hour (or something like that). Thus unless you want to have a CSA for the rest of your life, you can't go to many training opportunities even if required or encouraged by management or invited.

80 There is very little opportunity for advancement for technical staff. Only avenue for GS14 at Regions is management

81 Supervisors are great about encouraging training, webinars, etc.

82 I am "seasoned". I don't need many new professional development opportunities.

83 I was able to attend trainings (pre-COVID) that helped my scientific professional development (e.g. risk assessment trainings).

84

The agency worked very hard and created excellent training opportunities for professional development especially during remote working requirements. However the opportunities to reach higher graded technical positions is hampered by FTE and salary limits. Additional higher graded technical positions should be created and funded to attempt to compete with private industry and bring in high level scientists. Also, remote work opportunities could provide additional incentives for scientists to join the agency.

85 (b) (6) supported their personnel's scientific professional development with training, outreach, mentoring & coaching, and detail opportunities.

86 I was able to attend some conferences when they were available.

87 I began at EPA in the last week of 2020. No basis to judge.

88 allowed to participate in professional training.

89 Yes, despite the complications arising from the pandemic and 100% mandatory telework, there have been a variety of webinars, online trainings, and temporary details that have enabled scientific professional development.

90 My supervisor has been supportive of training opportunities.

91 I am in a management role that doesn't require much scientific professional development; however, (b) (6) are very supportive of professional development in general and I've never had a hard time finding opportunities. This does typically require initiative from the individual looking for development so an area for improvement would be to build programs that broaden the availability of opportunities to ensure everyone is included.

92 Opportunities for training and other activities was provided.

93 not directly applicable, was able to obtain training in science that was applicable to my enforcement role

94 I'm getting frustrated with this survey. It asks us to self identify as science vs policy at the start, then assumes for almost the entire rest of the survey that I am a scientist. This question is a perfect example. I identified myself as a policy person. I am an end user of scientific results. Yet I am forced to make a choice here about scientific professional development. What have I got to do with that? Nothing. Yet I am supposed to have an opinion, yes or no. No option for DNA.

95

But I would caveat that by stating that more training dollars need to be made available. We must attend conferences to interact with other professionals and have opportunities to become better versed with newer developments. In (b) (6) there is money there in (b) (6) but I am told that cannot be used for training. I can understand the limitation on training last year; however, past years have had few if any training dollars - and I believe the last technical conference I was able to attend was back in 2007. Also, for many of the questions that preceded, "NA" should have been a choice (I didn't select anything). Thank you

96 Encourage to take online training courses and pursue technical interests

97 I am in the waning years of my career, so I don't need a lot of opportunities. And it is hard to separate out limitation of opportunities due to the prevailing political culture at EPA or the travel restrictions imposed by the pandemic. I was able to (virtually) attend the scientific meetings I had requested and make presentations.

98 I have had many opportunities to attend conferences and to publish journal papers.

99 Some professional opportunities, such as participating in training, conferences, etc., were available but in some cases, professional development opportunities became limited as staff were removed from certain projects where their scientific opinion did not match management expectations.

100 I had the opportunity to participate in a detail and explored the aspect of scientific dissemination of information to the public. Opportunities for training outside of our region has been minimal, however I find the travel limitations imposed by the pandemic acceptable.

101 As a relatively new hire (a little over a year), I have had a good experience getting trained on how we assess risk and what to look for when looking at various studies. Management is always providing various opportunities to learn through details and projects.

102 Annual training

103 I was satisfied with the scientific professional development although I am not a scientist.

104 i am afforded a wide range of prof dev opportunities

105 I only have 7 months of experience to draw from so far, but I don't have any complaints about the scientific professional development opportunities that are available. In fact, the main barrier to taking advantage of some of these opportunities is time and having too many other responsibilities.

106 Due to the controversial issues within EPA and the frustration by many long term (30 year +) staff, many retired. This allowed staff to the opportunity to move into new scientific roles. While this may have been a loss in some ways, it was also a positive and necessary turn over of staff.

107 Yes, when science supported by the Administration was considered, we did have opportunities for professional development - at least at our Division and Branch level. That was very encouraging.

108 Programs exist to collaborate on science and to apply it to priority problems.

109 Was able to most development activities I wanted to attend

110 Mostly. Difficult to participate in conferences, but generally seen as harmless, so it's ok.

111 Attended professional meetings, including one that was virtual.

112 Yes, I had the opportunity to lead a science review committee and I have attended scientific conferences

113 We are afforded a significant amount of training.

114 Good opportunity to do new and exciting work

115 providing opportunities to learn from talks and workshops

116 As a new employee I have been provided with numerous opportunities to learn about the latest science related to my job responsibilities.

117 I have worked that the EPA for less than one year and came because of the breadth of scientific opportunity available at the EPA and the complete lack of opportunity and integrity at the company I left. I enjoy the work I do and the opportunities I have been presented with so far.

118 The nature of my job provides me with ample daily scientific professional development opportunities. I work with an ever-changing array of (b) (6)-types, remediation technologies, remediation disciplines, technology development and other areas, all of which require continuous study in geology, hydrogeology, environmental engineering. Pair that with the social/regulatory context that is coordinated with Regions, States, localities, Tribes, PRPs. So, I feel like I'm working my science muscles a lot and I'm not feeling the need for additional opportunities.

119 given opportunities to work on scientific groups and committees

120 I was able to participate in virtual training courses and able to participate in external conferences where I presented technical scientific work that I developed.

121 Programs like (b) (6) helped to continue my development as a scientist and my understanding of research at EPA.

122 Training was useful and action by managers supported development.

123 my first line manager has been supportive of trainings and project work that develops my skills

124 I was fortunate enough to receive a promotion from (b) (6) which kept me on track with opportunities that were available to me to continue my professional development.

125 Given my role, most of the examples of this would not be applicable, but I did have opportunities to present on my work.

126 Covid made it more difficult but generally good

127 I have been able to attend some online training pertinent to my job duties.

128 Engagement within EPA's scientific community and the scientific community at large is always encouraged.

129 As a manager, my professional development was limited but satisfactory.

130 I am satisfied with my level of development

131 Significant internal job openings and opportunities for details to work on challenging high priority projects.

132 My work involves more engineering than science, so I've largely answered in regards to that.

133 I'm a relatively new employee and believe the opportunities here have been great, perhaps because they are so much better than my previous employer.

134 Conversation with the Sci Int officer was very insightful.

135 Yes; I had the opportunity to take part in scientific instruction trainings.

136 I realize that it was a good response to the situation to have maximum telework during COVID, but I worry that the lack of camaraderie and face to face interactions, particularly with new hirees, will affect our culture of scientific integrity.

137 I had support for relevant training and meetings.

138

My managers were very supportive of my professional development and in addition to supporting me looked for opportunities for staff to continue their professional development.

139 Covid interrupted some conferences I hoped to attend, but otherwise I was able to learn what I needed.

140 Although I am only a (b) (6) I do feel there are opportunities for me to advance after my term position and I have had open conversations with my supervisors regarding these opportunities.

141 My supervisor was interested in supporting my scientific professional development. He was fully engage with my career path.

142

I am frequently invited to add commentary to scientific manuscripts. I participate in a variety of weekly meetings for various projects where I am free to provide input and/or offer concerns should there be any. I also occasionally give a presentation on newly acquired data or data that has been cleaned and structured for further analysis.

143 Opportunities were provided and approved for professional development including training, mentoring, and job oportunities.

144 Not too many scientific professional development opportunities for me at the agency, but for the ones available they have been fine.

145 Not applicable for my line of work and having prior adequate scientific training and experience

146 I was able to learn a lot of new skills and expand my expertise in new research fields. I was allowed to participate in multiple trainings and conferences. I was able to collaborate with those outside of the agency without worry

147 I am very happy with my opportunities at EPA. I don't have any complaints about that, and have never felt restricted.

148 Some opportunities for development, but would have liked more (though COVID also made that more difficult, not all EPA's fault).

149

One can still do developmental work even if the policy decisions are completely political and indifferent to science, facts, human health risks, credibility and reality.

150 In general, professional development such as training to improve my skill for my job were adequate. (b) (5)

(b) (5)

151 I recently joined EPA (b) (6) in December 2020 and my manager communicated support for my professional development activities right from the beginning.

152 For most of those calendar years I was an (b) (6) working with EPA and was always allowed to schedule conference travel, or data collection trips, or watch professional webinars pertaining to my work with little to no pushback.

153 Training and scientific meetings were available and approved.

154 I've had many opportunities to attend training/conferences. No pushback.

155 I was able to discuss and explore the opportunities.

156 My Office did support professional development

157 Staff are given the opportunity to attend scientific conferences and/or meetings of their choice.

158 I have been given several opportunities for training. I would like to see more classroom training on field sampling and analysis.

159 There are sufficient training opportunities on new tools, technology, applications, cutting edge research.

160 The scientific development opportunities are fine. Professional development, less so.

161 as a new employee, I am not contributing to research etc. within the agency yet, but have had the opportunity to attend multiple (virtual) conferences and other events where EPA and other state/federal agencies are presenting relevant work.

162 I was able to take some training that I needed, but I had to go through an unusually long process for approval that had not been present in the past.

163 I was allowed to attend and present at conferences, participate in professional societies, and prepare scientific papers for publication.

164 I have no complaint about opportunities for professional development.

165 Was very impressed that even Mexico has Radnets to monitor the air.

166 I feel there were adequate opportunities for development.

167 There are extensive opportunities for scientific professional development at EPA. Beyond advanced training opportunities, opportunities to work on cross functional/media teams, gain exposure to other aspects of the work, numerous detail and rotational assignments and technical opportunities.

168 I'm advanced enough that development opportunities reside or are my responsibilities

169 From discussions with my staff, I understand that the training and information sources, and human resources available on scientific integrity has been helpful.

170 We are always given the opportunity to improve our skills and professional development. However, the pandemic has prevented scientists from attending conferences in person, so we have been missing that interaction with researchers outside our immediate organizational unit; but it couldn't be helped. At least most conferences were offered as virtual (with significantly reduced registration fees).

171 Training has been available and supported.

172 Availability of training

173 I am a fairly new employee and am learning about the agency and processes all the time.

174 N/A

175 From my experience at EPA since calendar year 2021, I am very satisfied with the professional development opportunities available at EPA.

176 Able to attend conferences because it was a decision at the (b) (6) level.

177 Encouraged to attend scientific meetings and seminars and given opportunities for professional development

178 I have actively sought out and participated in all of the activities defined by scientific professional development and have been encouraged to take part in those activities and not had any resistance or obstruction from doing so.

179 Plenty of opportunities for training etc

180

Last year I was able to attend a virtual conference in my specialty. I am concerned about current limited funds that are limiting approvals for conference attendance this year.

181 Scientist were able to share findings internally, even it we were not able to share with outside stakeholders/partners. I was not denied opportunities to participate in trainings, professional conferences, workshops etc

182 It is important to allow scientists and engineers to interact with their external professional peers through collaboration and attendance at conferences. I feel that this is encouraged with my Office.

183 Supervisors have always been very encouraging with respect to training and attending conferences valuable to my work here at EPA.

184 Supervisors frequently provided me with opportunities (emailed events/talks/conferences/workshops I may be interested in), allowed me to present my research to a broad audience (internal and external to the agency), and have always encouraged me to pursue new research skills/interests.

185 I've learned a lot and continue to every day.

186 I'm sure there are scientific professional development opportunities but, I have no real basis to judge.

187 Not applicable -- I'm not a scientist.

188

I have been provided ample opportunities to develop my scientific growth including development of proposals to conduct scientific studies and actively attend scientific conferences.

There is some reticence to me spending my time writing manuscripts despite the obvious professional development that such an activity provides.

189 I have had many opportunities to attend conferences and trainings, even during extended telework.

190 Loss of FTE opened many opportunities for those that remained

191 (b) (6) provide opportunities to network within scientific conferences (although with 2020 and the pandemic, conferences were either cancelled or virtual, so not quite the same, but beyond control of (b) (6)).

192 I engaged with other scientists both within EPA and outside EPA as part of committees, collaborations or other engagement activities.

193 I am not a Scientist, my assessment - I believe for professional development opportunities were made available.

194 Yes, I was able to get involved in projects that continued my scientific interests and improved my technical capacity. And, attend conferences, and publish papers with colleagues outside the agency.

195 Odd last year with Covid. On average can seek professional development but always low on monies.

196 I have been with EPA for six months now and I am satisfy with the professional development opportunities available in EPA Fedtalent

197

Good to have the opportunity to go to professional training and network events. t The problem here is the nightmare of the bureaucratic training/travel approvals to attend. One would think it is a plot to make you not want to go due to all the damn sign offs and forms you have to fill out....ridiculous, especially for local professional gatherings, there is no need to make it this complicated. This is a case of the training /travel people(the tail) wagging the dog(regular program people. MAKE IT SIMPLER!!!!

198 I guess those opportunities were available however, I do not do science. I am support services.

199 There are opportunities to participate in professional organizations and a variety of trainings offered by EPA.

200 there are training opportunities and policy is readily available

201 Science comes first at EPA.

202 Was given responsibilities suited to my position, experience and level of education.

203 there were webinars and trainings available to EPA employees

204 I have been allowed to pursue topics/projects that are interesting and have many unanswered questions that directly impact people's lives. Direct supervisors have been very supportive of these pursuits.

205 I was allowed to participate in training by attending conferences, serving on scientific committees, and teaching a course in my discipline as an adjunct professor.

206 Open to all that qualify

207 (b) (6) has great policies in place to enable development of scientific credentials and for scientists to stay up to date on their technical skills.

208

I was not actively pursuing scientific professional development over the past 2 years (for work-life balance reasons - toddlers at home). I do think there were opportunities available had I wanted to take them. Though I'm not confident that management would have allowed me to participate. It's very difficult to be approved for a detail in our office.

209 There is training available for managers as well, but it could be improved in the area of scientific integrity

210 I appreciated the Scientific Integrity course in FedTalent. My position does not require scientific professional development.

211 Budgets overwhelm the best of intentions.

212

I have been allowed to participate in a number of internal and external workgroups related to my expertise that has allowed me to learn new things plus provide my input.

213 Since Covid forced many conferences to be held virtually, I have been able to attend many conferences that I would not have had the opportunity to do so otherwise. My local management is very supportive of my professional development

214 I am already in a (b) (6) so I didn't seek many opportunities to advance my professional development. My leadership during the tumultuous past 2+ years was wholly targeted at trying to keep (b) (5) moving even in the face of ridiculous opposition.

215 From my vantage point, calendar years 2019-2020 did not differ from previous years in this respect.

216

My first line and second line management has always encouraged professional development opportunities. I have had several opportunities to attend trainings over the last two years.

217

my first line supervisor supported my scientific and overall work related professional development including attending scientific technical conferences (annual meeting).

218 Only 3 months of service; however, I think I have/will have opportunities for development.

219 Except for limitations in travel due to COVID any available training that could be done within Pandemic restrictions was encouraged and supported

220 Could still pursue the work, knowledge, etc. if the right justification was provided. Just had to be very careful with the justification.

221 Training has been made available, although some people in my division were denied training opportunities they had requested. Travel money was available for me to attend a conference in person and give a presentation in 2019.

222 I noticed there were a number of training courses offered to staff involved in scientific related fields.

223 I have time to attend seminars and read papers.

224 Opportunities for training continued. At my level, we continued to follow the science and make recommendations accordingly.

225 although Covid did put a damper on travel for conferences

226 There was no appreciable change in my ability to attend conferences, workshops, and other events related to scientific professional development.

227 To be determined.

228 There were technical/scientific details and short-term projects with other offices available.

229 Reading a lot of documents and study regulations to get better knowledge

230 Sci-Tech scholarship is a great

231 There have been lots of opportunities as a new employee for training.

232 The (b) (6) Science WG, I forget its exact name, does a great job of promoting training opportunities and knowledge-sharing sessions in (b) (6). I think they were probably hindered by the Trump appointees but still managed to make science important in (b) (6)

233 training was available

234 training is always supported and encouraged, as is support for attending conferences and meetings to enhance knowledge / skill base

235 Management has consistently supported scientific professional development opportunities and have encouraged staff to identify and request such trainings.

236 Excellent opportunities, but need to be aggressive in pursuing them and not give up when you don't get them the first time.

237 There are ample opportunities for us to stay up to date with the science and take part in on-line learning activities. Because of Covid those on-line training opportunities played an important role in my being able to take advantage of on-line learning opportunities.

238 Training opportunities were/are available to enhance your job or become aware of functions of others work.

239 From my time with the EPA, opportunities for professional development are abundant if the individual is willing.

240 Many online training opportunities were offered.

241 EPA provides training and work opportunities which are encouraged by management.

242 Staff were encouraged to continue to take training.

243 Any opportunities for development are readily offered and encouraged.

244 There were expanded opportunities, mostly due to the pandemic, to participate in virtual scientific meetings and courses. In addition, there were extensive, focused efforts to engage in cross-Office collaboration and training, primarily driven by (b) (6).

245 I was able to attend and present work at scientific conferences. I was able to collaborate with scientists on common research projects in other offices across (b) (6).

246 The management supported my scientific professional development through tailored training opportunities

247 (b) (6) listened to the staff wanting more technical trainings by offering technical presentations on Fridays

248 training/learning opportunities were available and management supported training opportunities

249 N/A

250 My position deals with research and development which provide me with opportunities for continuous learning and professional development. I guess this is the nature of a research-based career. I would have hoped for more research funding.

251 In my current position, I have had a Office Director who has encouraged us to use national scientific data that has been QA/QC when ever practicable in our decision making and prioritizing our work. However, she is rare! Most staff during the Trump Administration did their best to uphold scientific integrity, while not talking about the science. Senior management in our Region have developed a keen sense of what not to say or ask to avoid controversy, no matter what the issue.

252 N/A

253 Trainings, meetings, conferences, etc. were always made available for employee self-improvement.

254 my supervisor is always supportive of trainings

255 I was able to see well prepared details and briefing papers strongly anchored in science

256 No basis to judge really.

257 great oportuties.

258 The elements described in the definition of "scientific professional development" were encouraged in my branch.

259 Friday training sessions with management support to attend without multitasking has been very helpful.

260 I am a new hire and have not had opportunities to do such things.

261 always able to do training.

262 Opportunity is given for scientists to learn and apply new knowledge and skills that can help them in their job and further their career

263 (b) (6) outreach and meetings are always helpful.

264 It is hard to have an opinion on this given the pandemic has affected so many of the training opportunities.

265 I am provided as much training as I want, with resources and scientific mentors who support me.

266 No comment

267 I was able to train and work on several projects that pertain to the agency's mission.

268 Training opportunities

269 First line supervisors supportive of attending scientific meeting, training and work details until the pandemic when travel was limited. But work details for professional development could still continue.

270 Participated in scientific meetings

271 My scientific publications or conference presentations were not held up in the past two years

272 Started in September 2020, recognize the professional development structure in place

273 Open-ended based on initiative and ideas; training opportunities; collaboration opportunities across EPA

274 Very new to EPA but have found no instances where I have been pressured to conform research or otherwise felt intimidated.

275 Training opportunities and engagement were all available and utilized.

276 there were opportunities to attend meetings and invited presentations allowing for professional development

277 I have been given the flexibility to self determine my training needs and given the opportunity to pursue them, within the budget limitations, which is understandable.

278 many opportunities offered by the Regional Science Council.

279 Work load often hindered ability for focused development.

280 I moved to a new position in (b) (6) where I had access to training and scientific communication

281 This doesn't really apply to my job function.

282 for me at least, i didn't see any change in this area and it was acceptable

283 My supervisor listens to me and has made opportunities available to me to gain further experience.

284 I was often offered the opportunity to receive professional development.

285 My supervisor supported my participation in co-authoring an article for the (b) (6) journal.

286 Considering the pandemic, the opportunities provided for professional development did not diminished. The main problem was to find appropriate courses as many were canceled or not offered at all.

287 The region provided multiple scientific learning opportunities over the past 2 years.

288 Spent significant time working in external committees Spent time working with external experts writing journal articles

289 Support to attend conferences

290 There are multiple opportunities available for development in the Geospatial/Geography field. These are usually opportunities with other agencies, the public, industry, etc. There could be more training dollars and resources available for new employees and should be. The agency also has National meetings for Geospatial at least once per year.

291 Despite low funding and operating in a pandemic, professional development opportunities were satisfactory.

292 Great opportunities to develop and enhance scientific professional development exist and are maintained by all of the different offices at EPA both at HQ and the Regions.

293 My first line supervisor is very supportive.

294 solid webinars, training, etc

295 I have only been here a year

296 Training was supported by management and there were opportunities for people to take new positions at both staff and management levels

297 Since starting a year ago, I've been able to take trainings and practice various technical activities. There are have been many fantastic scientific professional development opportunities so far, but I was also (basically) starting from scratch.

298 Plenty of trainings have been offered and it's very clear that understanding of scientific principles is a high priority for staff within (b) (6).

299 I was allowed to attend different conferences to enhance my scientific knowledge in my areas of interest and expertise.

300 My work unit has been able to develop and execute test plans and investigations as we see the need develop with support of our direct management.

301 Provided training opportunities within the Agency.

302 Various programs are available to promote scientific professional development.

303 My immediate supervisors were receptive to my development needs, even if the agency at large did not seem interested in real science.

304 Every request for development was met positively and supported.

305 Most of my career has been dedicated to assessments and research to support administration and implementation of the Clean Water Act. Political appointees in the previous administration incorrectly believed that many (b) (6) scientists were biased towards policies they chose to overturn. However, my first-line management in (b) (6) and career management in (b) (6) understood that my/our research was policy-independent and relevant to actions taken by the then-current administration as well. Therefore I was able to work continue my work in a limited way.

306 Yes overall although the involvement in conferences is held back by not qualifying as critical travel. I have lots of opportunities for professional training and serving on expert review panels, journal article editing, etc.

307 Main issue is with all of the meetings and requirements including tracking dozens and dozens of proxy ELMs cards - please make it stop - plus we keep getting new software platforms that aren't stable and make getting our work done harder. Plus there are not support people that are helping scientists meet the increasing demands of tracking each and every interim deliverable.

308 Training is very available.

309 Manager provided support for advancement.

310 I was able to conduct research and offer conclusions that may have been deemed controversial

311 Ability to attend trainings and conferences.

312 Yes, but I work in a non-regulatory program. Plenty of opportunities to learn about source water protection, environmental impacts of wildfire, HABS, PFAS, etc., to drinking water sources. Absolutely no regulatory action associated with this.

313 My office supports attending conferences, workshops, etc. to develop technical skills and stay current with scientific developments.

314 I was able to attend all the training that I asked to attend.

315 Despite the political pressures of the previous Administration, staff are given many opportunities to pursue scientific developmental opportunities.

316 This has continued independent of politics.

317 Given the pandemic, I feel that EPA did the best they could to transition professional development opportunities online.

318 I was able to apply, and was accepted to, (b) (6) leadership development program (technically 2021). I think the Agency did a good job at trying to extend offerings despite the challenges presented by the pandemic.

319 I was encouraged to pursue training relevant to my job.

320 Scientific opportunities aren't related to my job and I didn't seek any out

321 In my portion of the Agency, there was not significant concerns or issues with continued scientific professional development, but it was apparent that there were issues with other Offices and Divisions.

322 plenty of data analysis trainings and regional science counsel presentations

323 There are often opportunities to take professional development courses in scientific integrity.

324 not applicable

325 I had the opportunity to be part of the quality program and assist scientists in their professional development. The program provides the framework for planning, implementing, documenting, and assessing work performed by scientist and carrying out required quality assurance and quality control activities.

326 To the extent allowed by limited travel/training funding (in 2019) and availability/safety (during COVID), I participated and once presented in technical trainings My supervisor also approved my time to work on a peer-review publication.

327 My professional development was not limited by scientific integrity deficiencies. I had numerous opportunities to lead interesting teams and projects.

328 I was able to pursue any prof development I needed

329 I think the training and reminders are enough for now. (b) (6) and their toadies were the problem having no integrity and yet in control of the agency.

330 We have training on collecting quality data and good sampling design

331 Training opportunities relative to job responsibilities are available.

332 N/A

333 Not applicable to me.

334 My first-line supervisor provided access to formal developmental programs for me. There is informal mentorship from senior staff to obtain their professional opinion and institutional knowledge.

335 Some reasonable efforts made to continue to provide time and resources to support research-related projects, balanced with meeting policy and other regulatory development responsibilities. Overall atmosphere was one of guarded behavior working with political management, but not operating under outright repression of thought or work performed.

336 We continued to hire; there were a lot of people who left.

337 given training

338 Personally, my office was able to provide me with scientific professional development. I do not actively conduct scientific research, so my main professional developments had more to do with policy updates.

339 I co-authored a journal paper on a science question with relatively controversial policy implications. However, I believe there was no interference because it flew under the political radar screen.

340 I received support to attend conferences and participate in professional development events. However, I received very little guidance without explicitly asking for it

341 There was some money available for technical training.

342 Plenty of training and resources available. Just difficult to take advantage of these resources for various reasons during the COVID-19 Pandemic.

343 Trainings and workshops were provided through these 2 years

344 Opportunities for training,

345 our group remained independent and somewhat insulated from the political influences that did occur to the science of EPA.

346 My first line manager was very supportive of my pursuing professional development opportunities.

347 There was an abundance of training opportunities, many of which I did find rewarding.

348 there were many opportunities for me to learn from my peers and also to read independently about past scientific/political decisions that were made. there were lots of webinars, trainings, and conferences to participate in.

349 There are so many opportunities for training and coordination with how to better yourself scientifically, the only issue I have is that my work load is so large I do not have time to take advantage of the opportunities.

350 I felt no limitations in my scientific work, and had resources on many levels made available to expand my work and career.

351 Training is readily available

352 There were some opportunities to learn online through webinars. Throughout 2020 there were no opportunities to learn through in person attendance due to pandemic

353 I have gotten everything I need.

354 The scientific integrity training opportunities were available. However, finding possible issues was seen as putting up barriers to getting the work done.

355 There were countless opportunities for training and scientific professional development in (b) (6) If anything, sometimes they overlapped on my calendar and I had to make a choice on which to attend.

356 As an (b) (6), I was able to serve a role as scientific leader among my peers. This helped my development as a scientific professional by allowing me to propose, manage and conduct research based on my and others' vision for advancing the scientific work conducted at the EPA. The support provided by the (b) (6) and my (b) (6) within (b) (6) was invaluable to bringing about this opportunity.

357 Detail opportunities

358 One suggestions would be to reduce the many clearance processes and would benefit from one standardized process to get cleared for publications or posters

359 Over the past two years, I have been afforded opportunities to attend scientific meetings that I have historically attended (e.g., SETAC).

360 EPA has allowed participation in professional scientific organizations, including editorial duties.

361 Options available for training

362 Able, encouraged to attend various courses.

363 But the culture or changes in administration becomes "put it in, take it out. Repeat."

364 so many opportunity available for me to grow

365 Multi-day, multi-week course in (b) (6) was specifically helpful and applicable for (b) (6) projects.

366 When useful opportunities were identified, ultimate support and resources was provided for at least some employees, though funding decisions could have been better planned such that support was not withheld until later in the fiscal year to see if funds were available.

367 Yes, I have a very independent position so I was able to weather the storm without much trouble. My entire management team in (b) (6) is supportive of my efforts.

368 Opportunities fluctuate depending on the administration but they do exist are support for scientists and engineers.
369 Overall, professional development opportunities are good at EPA. Training in scientific and technical areas are good.
370 I've experienced managers who undermine scientific staff and created an environment to discourage honest discussion. There seems to be no negative consequences for undermining scientific staff.
371 None in particular
372 On-line training was available during COVID
373 I am relatively new. Started June 2020.. In my short time here, I feel that I have seen peers given opportunities to develop, but I am still in training, which is purely professional development.
374 (b) (6) scientific writing seminar was fantastic
375 My first line supervisor strongly encourages professional development.
376 is a collaborative environment and supervisors support the work
377 Work and projects that I generated were not altered to meet a political goal.
378 I was able to attend presentations from co-workers in (b) (6) and other regions presenting their scientific research and was presented with opportunities to conduct research if it aligned with my work.
379 opportunities to attend training offered by (b) (6)
380 (b) (6) has been instrumental in my development at EPA, along with other offerings through EPA
381 In my career position as a (b) (6) my scientific professional development depends on collaborations, and attending meetings, and interacting with my peers. I was able to attend meeting and conferences, as well as accept invited talks and presentations. While some lines of research were restricted, I was able to continue important collaborations within and outside the agency.
382 Management supported any professional development opportunities that we chose to seek out.
383 not much need for this for me
384 I have support to pursue scientific professional development. The challenge is to fit it into my workload. But, I have enough autonomy that solving for the workload/training balance challenge rests primarily with me.
385 Some very interesting continuing legal education (CLE) topics helped with this.
386 There are many opportunities like RARE and RESES that allow you to expand your professional connections and engage in hands-on scientific research.
387 No barriers were presented when opportunities arose.
388 In (b) (6) the Scientific Integrity Team was very transparent on informing employees about opportunities for professional development.
389 i got promotion
390 The scientific professional development opportunities were led by my program office, which was supportive to the scientists through the last two years.
391 The trainings available were relevant and helpful, and remote work led to more inter-regional collaboration, networking, and learning opportunities.
392 pandemic hindered progress all around.
393 (b) (6) was somewhat sheltered from HQ so we were less affected by political decisions that interfered with science.
394 not relevant to my role
395 I mostly worked on (b) (6) and had no issues with our scientific process.
396 Throughout CY 2019 and 2020, a wide range of relevant training courses were available through on-line and/or virtual offerings. The on-line/virtual courses were not quite the same as an in-person classroom training but was still very helpful.
397 NA
398
I was involved with developing a Quality Management Plan for my program, working with scientists from my region which I found to be very informative and rewarding.
399 There are always a lot of training and detail opportunities for those that want to learn something new.
400 I'm focused upon completing projects and retiring and have not had much desire for additional training.
401 I have been lucky to be part of many activities (both inside and outside the EPA) and I have never been discouraged from continuing those activities.
402 Management was receptive to my requests, even if the funding wasn't available. The restrictions associated with COVID-19 precautions definitely curtailed the opportunities, so 2020 is a "one-off" year for this topic.
403 Many opportunities for training and development were available.
404 (b) (6) have many internal meeting series where I have been able to present my research and get valuable feedback. I have also had sufficient funding to attend conferences, but if this funding is reduced in the future it will severely impact my professional development opportunities.
405 High availability of webinars, trainings, and staff for learning
406
There is a great community of excellent and ethical scientists at staff levels at EPA, who continue to support one another and promote cross-training and development.
407 I think the trainings have been well done.
408 There are opportunities there but you have to initiate it.
409 There were options for me to pursue science in the region. I just chose not to, as I was focused on other tasks.
410 Although I didn't participate in many trainings, numerous programs across the agency offered online training in recent years. Also, the (b) (6) Science Council provides regular webinars covering a variety of subjects.
411 opportunities were offered to me.
412 As an example, (b) (6) regularly sent out conference information and encouraged staff to attend.
413 Many avenues to learn from experts and get reliable information/data for any necessary projects.
414 Direct supervisor is generally very supportive of my participation in training & professional development activities.
415 It was average opportunity and depending on your level of interaction you were given the best opportunity to advance.
416 Had short webinars available more than prior years. For more expensive or development that required travel or special funds it still seems that there are many challenges to get development training. But this question is more of a yes to a point, but no in that some of the problems with getting to development training is still blocked by lack of funds to get to specific training.
417 N/A
418
Was able to attend scientific meetings most of the time - although (b) (6) should be willing to send more than one employee in the office to the same meeting (other than SETAC). And because of this policy of not sending more than one, supervisors should send the scientists to the scientific meetings rather than themselves.
419 I have had the opportunity to attend conferences and specific trainings to advance my understanding of particular scientific topics
420 N/A
421 Updates to courses as well as new courses were provided during mandatory training.
422 Information and training resources are available regarding scientific integrity, the Evidence Act, the Green Book, data quality standards, and the like. However, evidence and the systems that produce it are ignored or dismantled when such evidence could infringe on established institutional culture, entrenched expectations, or threaten established resource allocations. In other words, the institution ONLY uses data to support established practices - we do NOT use evidence to inform change. Access to training is not the issue - leadership commitment to use evidence as the basis for resource administration is the issue.
423 I was able to attend conferences, and work on things quietly, but without appropriate funding. Also, I switched offices, which explains a bunch of my non-answers.
424 I do not have detailed comments.
425 I have much support from my immediate supervisor. Prior to 2020, I question how much support we received from the national perspective.
426 N/A - I feel like I can't take advantage of these development due to an overwhelming amount of workload.
427 Thanks to local management, I was able to continue my research and attend relevant conferences.
428 I'm a recent hire and it is a positive career move for me personally.
429 Access to conferences, ability to submit products, direct research to follow its natural course, take classes or use contractors support for areas where we lacked expertise. These development needs were generally open and access was facilitated, commensurate with resources.
430 Taking on line training as it relates to my job assignment and job related assignment.

431 Trainings were available
432 training on policy provided
433 Many opportunities for training are available, and whenever I request to attend trainings they are (usually) approved.
434 Overall, I am satisfied with developmental opportunities provided by our (b) (6) program. These include scientific topics for those interested.
435 Ample opportunities through webinars and ability to participate in workgroups/teams and other cross-program activities.
436 There is adequate training, the culture is there to support staff development and most importantly, we have great, honest and trustworthy staff and scientists that respect and value science.
437 virtual applications have opened a much wider window of opportunity for professional interactions
438 Management actively supports EPA training opportunities, encourages staff to utilize available resources, listens to employees and engages in discussion of where training needs may not be met by currently available EPA trainings, and helps staff find opportunities to pursue appropriate external training as necessary to close knowledge-gaps for anyone at any point in their career.
439 conference attendance was encouraged and presentations at these conferences were also encouraged
440
441 There was a good amount of preparation before the reorganization in (b) (6). Flexibility was provided to staff members to accommodate their professional development objectives.
442 However, this question is largely not applicable to me. I work in public affairs and I am not a scientist.
443 I received support from 1st and 2nd line supervisors to attend trainings, conduct research and apply for internal grants
444 N/A
445 Good work was done and we accomplished as much as we could.
446 Despite the limitation imposed by COVID, I was able to attend professional conferences.
447 We are encouraged to continue to develop skills and to share knowledge. 2020 was an anomaly, but virtual development was encouraged.
448 Our opinions were always considered.
449 I appreciate the support for training and attendance at scientific conferences.
450 A lot of material online was unbiased and presentations from outside speakers were also professional and unbiased.
451 Looking forward to more honesty and transparency with the new administration.
452 we had some (b) (6) trainings that were good. we also had some HQ trainings that were good. (b) (5) which was fast-tracked before the prior administration/president left.
453 not applicable
454 I was permitted to work on research even if it directly conflicted with the political positions of the political appointees
455 My supervisor encouraged me to attend scientific trainings and webinars to advance my professional development.
456 A lot of training is offered. Improved relations with the RSLs has helped.
457 Do not have basis to adequately judge in this space both as a more recent hire and as an attorney.
458 Nearing retirement, so didn't need any.
459 I had opportunities as a brand new employee to take PD opportunities.
460 plenty of opportunities are available to go on detail and to learn new things
461
462 Open expression of scientific opinions is allowed for managers with Masters in Business administration. Environmental Engineers who wish to go above and beyond the limited expression of scientific integrity are NOT welcome. EPA has produced relevant and effective technology in the 1976-1979 for reducing carbon emissions. That technology is being sold on the internet and being used by at least one police department in the USA to save fuel and reduce carbon emissions. (b) (5)
463 EPA has produced relevant and effective technology in the 1976-1978 that describes how to reduce carbon emissions. Very valuable, cost effective technology for the reduction of carbon emission for mobile sources was produced in the 1976-1978. However, all that published scientific information contradicts business decorum and that information is highly repressed. We are not able to use the work of EPA from the 1976-1978 timeframe to reduce carbon emissions. (b) (5)
464 . We could still use the effective technology developed by EPA in the 1976-1979. But, (b) (5)
465
466 Can't really comment on this: 1) Started at the agency in 2019, where I came from another agency that I thought had more rigorous scientific integrity standards; 2) Not really sure what constitutes "scientific professional development".
467 Scientific professional development has always been encouraged in (b) (6) and my specific division/branch.
468 Existing resources are sufficient for attorneys.
469 Training and development activities were not really affected by the previous administration.
470 I am new to the agency this time around but when I worked at EPA from 2004 to 2013, I felt comfortable using science and felt supported in sharing and learning more science to make EPA's work robust and unbiased. I was able to pursue professional development on topics that I wanted to and needed to learn more about.
471 I have been able to attend several trainings and one virtual conference.
472 2019-2020 are the best EPA years with the best leaders
473 No comment
474 I have not had enough time to witness any straying from policy.
475 opportunities to be mentored, go to conferences.
476 there were opportunities; I did not work for EPA in 2019 and only for a few months of 2020
477 First line manager supportive of professional development.
478 Not really relevant for me, but I think in general this is well handled.
479
480 I was able to participate in scientific and technical activities, including committee work in professional societies, even though they were on topics related to climate.
481 There is a lot of training available through my division and EPA in general for professional development.
482 Not applicable to me.
483 not relevant - senior scientist
484 Ample training opportunities were made available to me.
485
486 Given opportunities to learn new scientific skills, including software. Opportunity for participating in scientific travel. Ability to author articles for scholarly publication.
487 I was provided opportunities, but I am at the end of my career so this is less important to me.
488 But I am not exactly sure what is meant by scientific professional development (were there prizes for the conciseness of these questions? More explanation would have been helpful throughout this survey). Professional Development as in the opportunity for training? Yes. Professional Development as in salary - No.
489 professional development was possible. The flow outside speakers with scientific messages such as talks largely ceased. (b) (5). The realignment messaging claimed that job functions were to remain the same but these changed for some anyway.
490 I'm new to the EPA but am very satisfied with the opportunities for professional development that have been given to me so far.
491 Career staff at EPA in (b) (6) (my basis of knowledge) are generally supported for scientific professional development opportunities.
492 Have had opportunity to learn (b) (6)
493 My supervisor never failed to forward training opportunities and workshops.
494 attended conference and training course there
495 I never felt overt restrictions within (b) (6) in pursuing training/other development from a purely science perspective vs. policy perspective.
496 My management was very supportive of professional development of all types/
497 Low or no cost professional development is of course always available. 2020 gave us a plethora of choices due to Covid. Manufacturers were much more willing to provide free training; however, this is not normally the case. Training dollars always seem to be difficult to obtain in every EPA location. Consider making scientific development courses more readily available (besides the ethics based ones).
498 I was given the opportunity to participate in different activities. I am glad my supervisors want me to succeed.

492 N/A directly to me.

493 Dealing with Covid safety for EPA personnel

494 If you do your own leg work in finding trainings and things you want to enroll in then EPA is very open to supporting the training.

495 There are opportunities to participate in scientific development including our Regional Science Council. I did not participate on this group over these two years but did serve a few years ago. The group brings scientific educational events to the Region and promotes science within the Region.

496 My first line supervisor is always pointing out training and development opportunities for my career growth.

497 Management encourages staff to learn and share new areas of scientific learning.

498 I was allowed to attend courses that would better strengthen the integrity of the science being performed even with the pandemic.

499 conferences, trainings, though not enough time allocated

500

Share scientific findings with my main program and within a larger group at [REDACTED]. Covid-19 hindered the development somewhat, but hopefully 2021-2022 will be better!

501 Opportunities were provided at various times throughout the year

502 I was able to participate in interagency discussions and conferences - regardless of the lack of political will to follow through on conversations and workgroup ideas

503 its fine

504 Refresher trainings are available

505 People were encouraged to pursue any opportunities for advancement as they became available.

506

There have been some opportunities but with COVID things were just complicated including my ability to take advantage of those opportunities for personal reasons.

507 due to the pandemic, most were cancelled or done virtually. The scientists did the virtual conferences since most research couldn't be done but could report on what they were doing and to see what others were doing during this time period.

508 I have always had the opportunity to get training, work with other scientists, and work on longer range science-based projects to enhance my skills.

509 Was able to attend conferences that were of interest to me, had support of supervisor to attend (b) (6) classes, however those classes did not end up being offered.

510 I'm not sure how to respond to this as my work does not lend itself well to the question. I really need a "not applicable" selection.

511 I had no issues over the last 2 years in terms of professional development. We are highly encouraged to further our professional development, both from a scientific and non scientific stand point. I have worked at other agencies and EPA has done this the best so far.

512 Many training opportunities during the pandemic since we did not have to travel to the locations.

513 Crop tours and training opportunities continue to be available to employees in my office, even in a virtual setting.

514 We are encouraged to take training or participate in professional conferences

515 Participate in (b) (6) rulemaking.

516 As a newer employee most tasks were development opportunities.

517 Relevant training opportunities were made available.

518 Opportunity for training

519 Development opportunities were offered.

520 I was able to take adequate training to successfully complete my scientific evaluations.

521 Scientific professional development opportunities are readily available

522 Pre-recorded and live webinars are available on a variety of Scientific topics

523 I just didn't take advantage of them.

524 It was the more transparent time during my 30 years at EPA. No fear of retaliation, real scientific analysis, and concern for the environment and well-being of the American people, and EPA employees.

525 It's hard to gauge with the pandemic because so many opportunities moved on-line. In general, I've always been very pleased with the training opportunities that are consistently available to me. It boosts moral to know that your agency wants to invest in your development as a professional. Thank you!

526 NA

527 My scientist are about to make accurate assessments but there are not nearly enough staff to do all that is need to do in the established timeframes. There's a lot of work and not enough staff so we are forced to prioritized the work but the deadlines don't seem to shift much which can lead to staff burn-out.

528 Trainings have been offered to non-scientist / enforcement staff that are beneficial in understanding technical documents produced by program staff

529 We have a very collaborative environment, which has enabled excellent informal scientific professional development.

530 I was able to attend appropriate training and move forward with on-the-job training as needed.

531 yes, while acknowledging limitations for covid-19 and EPA funding

532 Yes. Plenty of training has been provided. I do question the validity of this survey which has leading questions regarding the last Administration. When you say "considering the past 2 calendar years," it seems as though the survey is attempting to show that SI was a problem in those years.

533 Had no requests denied.

534 The opportunities exist for development; however, as my office has been short-staffed the ability to take the opportunities is not that easy.

535 Requested training was made available

536 Yes, I was able to attend scientific conferences, though the pandemic did limit that opportunity in 2020.

537 Classes were provided despite covid shutdowns. More funding for training is always needed for staff.

538 As a new employee I am pleased to see so many advertisements/newsletters showcasing scientific achievements cross my desk. However, I do not see many opportunities, I mostly see reports of achievements.

539 A lot of training and webinars are provided with opportunities to develop professionally.

540 Yes I have been encouraged to work with other scientists across (b) (6), encouraged to attend crop tours, and to have a mentor in another office.

541 i have never felt limited in the opportunities to engage in scientific professional development

542 Yes, but only at a regional level.

543 As a junior person I was able to get involved in on-going projects and start new ones through the previous (b) (6) planning process and I appreciated that.

544 The staff with which I worked were very open to ideas and solutions which lead to opportunities for growth.

545 Again, (b) (6) is a champion on Scientific Integrity.

546 Even with the pandemic going on, there was participation in many conferences.

547 There are numerous programs (mentorship, training) and opportunities for staff to develop technical and leadership skills.

548 Discounting the pandemic interference with normal training, the ability to attend scientific meetings and participate in manuscript writing was unchanged from the previous two years.

As a supervisor, however, my ability to participate and attend scientific items as been significantly reduced.

549 My management was quite supportive of taking on training opportunities.

550 Professional development is available if one seeks it.

551 I'm relatively new, so I haven't had any professional development at the EPA yet. But, it seems like opportunities exist.

552 satisfied

553 I am a communications specialist but there are typically technical trainings available for me to attend if I am interested and have the time/bandwidth

554 I have only been with the EPA for two months.

555 From what I've seen, staff promotions we regular. However, it is my understanding that (b) (5) during the past 2 calendar years.

556 I required none.

557 Attended one conference a year

558 Very supportive of training opportunities including details to other organizations.

559 Policy's in place never changed keeping scientific integrity at the highest standards through changes in regulations.

560 We have had a lot of trainings and other activities to improve our scientific professional development. We are usually also given the opportunity to go to scientific lectures and paid trainings throughout the year if funding is available.

561 seems ok

562

My ability to access courses and webinars was greatly assisted by the policies of the Covid 19 temporary work status. Extra opportunities for development were offered.

563 Very satisfied with the SI Presentations that I've been able to attend.

564

Prior to the pandemic shut down the support to present our work and interact with colleagues in academia, business, government, tribal and NGO's was pretty good. While we were limited as a general rule to one conference a year at least we could interact with colleagues at that meeting. I do have a concern that since travel was halted in 2020 and EPA (as well as other agencies) found that they had an unexpected "windfall" of money due to no travel being conducted, that going forward they might cut or eliminate most if not all travel going forward. That would be a huge mistake in my opinion. The collegial connections we make at these face to face meeting environments allows us to tap into knowledge and expertise that we either don't have or could not afford to hire on full time due to personnel budget constraints. It allows us to contact our colleagues who since they know us personally, are willing to help us out at no cost the the government. We can't afford to lose those conenctions.

565 There was support for professional development in a general sense. The problem was that there was never enough time to take for professional development. The work load was so extensive that I didn't feel I could take the time to develop myself professionally.

566 Been in a few workgroups/subworkgroups, led by HQ other Regions and they have always preferred Regions input on developments/processes...

567

2019 travel and conference opportunities to share and collaborate were limited because of limited funding. 2020 was an odd year with more restrictive opportunities.

568 Opportunities were available but limited by pandemic ; e.g. ability to travel to scientific meetings and field trips

569 Encouraged to participate in conferences and attend trainings, and to work on journal publications

570 Conferences and training positive

571 A lot of internal training ongoing on the internet. There are more trainings that I could sign up for all of them.

572 A variety of professional development trainings are available

573 Yes, I was given opportunities

574 Yes, there are opportunities for training and presenting at conferences, attending talks, etc.

575 Was able to attend conferences

576 I have been well supported by my immediate and 2nd line supervisors to attend and participate in Scientific society meetings, and to take various trainings that I have deemed relevant/necessary. However, because I am a long-term senior EPA scientist/employee there are not many requests that I have made in the past 2 years. More junior colleagues and staff should really be the guage of well the organization has been doing. Also, an analysis of equity among and between staff should be evaluated. I think there may be inequities, as a result of systemic and institutional bias, that may advantage or disadvantage certain employees.

577 Managers are supportive of participation in external trainings/conferences.

578 Opportunities to learn were made available.

579 Even though I didn't contribute to scientific achievements in my role at the region, I never knew of any resistance to scientific professional development.

580 Environment of continuous opportunities for training and professional conferences.

581 NA not a scientist - I deal with policy and rule writing

582 I have been able to attend scientific conferences

583 Its within our Program Culture and Framework principles

584 (b) (6) Science Community of Practice

585 Allowed to pursue what I thought would benefit the work being done.

586 Being in one of the programs that allowed for scientific professional development. I was able to see this first hand and benefit from this.

587 Professional development was available.

588 I haven't personally experienced anything that would caused a concern

589 I was able to attend conferences to hear the latest on research in my area of work and then webinars during 2020.

590

Prior to Co-Vid, I had opportunities to present and attend at least one scientific meeting per year. During Co-Vid, these opportunities were available remotely, but I declined to use these opportunities - networking is not available. On the other hand, I was able to participate in some international activities that I wouldn't have been able to otherwise because of travel budget restrictions and international travel approval hoops. Since you can't check "yes" and "no." I'll add something else here --(b) (5)

591 Provided many opportunities regularly.

592 The reorg allowed for more positions to open up, and provided opportunities for details and lateral moves.

593 I am frequently encouraged to participate in conference, professional trainings, and workshops.

594 have been able to take trainings requested

595 We had access and time to attend many different webinars run by different agencies in the federal government or from our own peers.

596 Multiple opportunities for professional development through conferences or online seminars were available (though I didn't always take advantage).

597 fine

598 Scientific professional development: I do attend the (b) (6) meetings each year and have been co-author/author on many papers presented there. I have many relationships with staff at Canadian labs who have the resources to perform many different types of testing and research from which we gather information for the technical community and (b) (6) papers are published and eventually contribute to the technical basis of rulemakings. I have been able to also develop a relationship with (b) (6) staff on my topics and we work together there and share resources and research.

599 I always feel supported to increase or improve upon my professional development, and opportunities are often suggested to me by my supervisor.

600 Many additional training opportunities are offered.

601 Our career leaders have always supported strong science and we have a culture of respecting science.

602 trainings were conducted as always

603 Great Scientific Professional development! Ideas are shared and accepted as a whole.

604 I am a new team member, joining mid 2019. The more experience Feds and contractors have been only supportive and engaged not only with the science but specifically with my career. Mentorship abounds, at least in by division.

605 I've been able to accepts some leadership roles that I wanted

606 Yes. There has always been access to ample trainings & opportunities for professional development since I've been here.

607 There were plenty of opportunities and transparency that came along with those chances. There were usually equal opportunities for all.

608

With the last administration training was a way to stay abreast of technical issues since there wasn't much appetite or budget to actually do science or technical work.

609 No pressures were applied to alter anything!

610 EPA supported my travel for presentation at scientific conferences as well as continuing education to develop skills necessary for my work.

611 Opportunities to attend scientific activities were generally available.

612 Yes, but I did not engage with an scientific professional development opportunities. However, I intend to in the future.

613

I had adequate opportunities to attend trainings, webinars, and work groups relevant to my field that helped increase my knowledge base and aid in my professional development.

614 In my duties training and guidance are always provided and encouraged.

615 Actually allowed to go to conferences pre-covid

616 willingness on the part of management to allot money and allow the time for professional development not only presented from within the agency but obtained from outside the agency as well (was able to take the time to attend conferences/courses held within the agency and also was able to attend a conference held by a professional organization outside the agency)

617 Absolutely None. There are no development opportunities particularly for minorities. hence, there is turn around among young scientists/engineers to leave the agency with a year or two. American people also have little or no confidence about the agency scientific competency and in any case, we are no where near CDC. Even our partners such as local, State Government has little to no confidence in EPA. Goodluck

618 I was able to take training that was denied in previous years.

619 Yes. However EPA's main problem was insufficient resources. People were too busy to take training and funding was relatively low.

620 I have been given enthusiastic support to pursue collaborations both inside and outside the Agency, and serve in roles for outside activities (scientific society leadership, editorial boards, etc.).

621 I had opportunities to attend trainings and conferences that I wanted to attend to develop my scientific skills.

622 Yes, despite the challenges, I've had opportunities at the staff level to experience professional development opportunities (e.g., training, conferences, etc.).

623 Internal and external opportunities are generally available to those willing to initiate them

624 na

625 Attended trainings to expand my skill set

626 I was offered the opportunity to work regularly with staff at (b) (6) on research projects related to (b) (6).

627 Efforts to create opportunities to work with senior staff to gain insight and experience are being furthered in my division.

628 (b) (6) management identified opportunities for training and solicited training requests.

629 It was not optimal due to CoVid, but I felt supported whenever virtual opportunities were available

630 scientific professional development does not impact my career

631 Make available more scientific support to specific environmental projects regionwide.

632 Training opportunities and opportunities to work with (b) (6) scientists have resulted in my personal technical growth.

633 Employees were encouraged to look into training opportunities (attend workshop, conference, etc.).

634 Scientific training for (b) (6) staff frequently announced.

635 If I want to take a class or course, I am usually granted permission and encouraged to do so.

636 my management granted me permission and funding to attend some of the trainings I requested. I had to seek them out on my own, they were not advertised or talked about or encouraged very much but the mgmt seemed happy I asked and happy to approve funding when able

637 There were many webinars and meetings available to staff.

638 I was given and took advantage of opportunities to go to academic conferences and take courses there for improving my knowledge base for my work. I have not encountered discouragement for any aspect of career development.

639 Really seems not applicable. My responsibilities do not include performing scientific research, maintaining certifications, publishing papers, etc.

640 Management was supportive of staff taking the opportunity to present and participate in outside scientific groups and conferences offering professional development. Resources seemed to be available to support some staff training and travel, when needed.

641 (b) (6) was a valuable program for Regional employees to participate in scientific professional development.

642 support in seeking out the latest scientific methodology, seminars, and discussions.

643 Fairly so. Opportunities were available, though I felt too busy to engage in them most of the time.

644 There is good support for us to attend professional meetings. I also have supportive colleagues and mentors within my area of expertise.

645 The scientific integrity at EPA has been excellent considering the challenges we all faced in the past 2 years. With supervisors and staff working closely together during virtual meetings to achieve the goal of the agency has been very rewarding and workable.

646 I received all of the free scientific training I requested. I had not requested any training that required funding.

647 Tricky question because of the impacts of covid

648 I've been supported with my interest in pursuing projects that involve dat analysis.

649 Generally management supported expanding knowledge and technical training

650 Lots of training available. No shortage of science related projects.

651 I joined the Agency in Mid-2020. Since joining, I've seen a significant amount of opportunities for scientific professional development.

652 (b) (6) has always been supportive of my professional development.

653 Many opportunities were made available while working from home during the COVID-19 pandemic.

654

since I don't write for journals or other publications, or sit on boards or panels of academia, industry, and other gov't and non-gov't orgs, nor am I a member of a scientific professional society, nor do I have a PE or other certification that the agency pays for, I am not party to or 'in the know' of available scientific professional development opportunities at EPA.

655 Opportunities exist and my managers have been supportive.

656 Trainings were promoted and granted.

657 leadership training

658

There has been various opportunities for staff to participate in different scientific opportunities whether through various details or through things like (b) (6) projects.

659 My attendance and participation in professional development opportunities has been well supported within the financial constraints.

660 There were many opportunities for training.

661

(b) (5)

662 Training opportunities to understand various scientific questions related to my job are available.

663 Even during the pandemic, there has been opportunities for development

664 In general, yes I was satisfied with my local management support. However, budget constraints and certain policies made attending certain meetings more difficult. In addition, workload made pursuing professional development impossible at times.

665 plenty of opportunity for independent study and was able to attend a scientific conference before pandemic

666

There have been opportunities to do online webinars, workshops, and conferences that help me learn new statistical methods and relevant skills to improve scientific products.

667 In 2019 I convened a session at a scientific meeting. I have been encouraged to write and/or participate in development of peer-reviewed journal articles. I would like more scientific mentoring opportunities. I have had trouble connecting with people with the right experience.

668

This is a divided question because the pandemic caused many issues as well. It would be difficult to separate the missed opportunities in such an unprecedented event.

669 Ample opportunity to take online classes, webinars, and professional users groups.